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Youth Employment Trends in Post Soviet Countries

Summary: The article is about the most important social-economical problem - youth employment. High level of unemployment is the serious concerns all over the world, because it poses major threats to the mankind (terrorism, drug addiction, nihilism, demographic problems). The issue is the most problematic in developing and young independent countries. The article is based on the statistical data of ILO, UNWTO, WTTC and GEOSTAT, the method used is data grouping, analytic and synthetic methods and the opinion survey method.

Keywords: Youth employment, tourism, hospitality, labour.

The prolonged jobs crisis also forces the current generation of youth to be less selective about the type of job they are prepared to accept, a tendency that was already evident before the crisis. Increasing numbers of youth are now turning to available part-time jobs or find themselves stuck in temporary employment.

Secure jobs, which were once the norm for previous generations – at least in the advanced economies – have become less easily accessible for today's youth. Developing regions face major challenges regarding the quality of available work for young people.

In developing economies where labour market institutions, including social protection, are weak, large numbers of young people continue to face a future of irregular employment and informality. Young workers often receive below average wages and are engaged in work for which they are either overqualified or under qualified. As much as two-thirds of the young population is underutilized in some developing economies, meaning they are unemployed, in irregular employment, most likely in the informal sector, or neither in the labour force nor in education or training. At the same time, informal employment among young people remains pervasive and transitions to decent work are slow and difficult.

The economic and social costs of unemployment, long-term unemployment, discouragement and widespread low-quality jobs for young people continue to rise and undermine economies' growth potential.

In developing regions where 90 per cent of global youth lives, stable, quality employment is especially lacking. Young people remain particularly stricken by the crisis. Currently, some 73.8 million young people are unemployed globally and the slowdown in economic activity is likely to push another half million into unemployment by 2014. The youth unemployment rate – which had already increased to 12.6 per cent in 2012 – is expected to increase to 12.9 per cent by 2017. The crisis has dramatically diminished the labour market prospects for young people, as many experience long-term unemployment right from the start of their labour market entry, a situation that was never observed during earlier cyclical downturns.

Currently, some 35 per cent of all young unemployed have been out of a job for six months or longer in advanced economies, up from 28.5 per cent in 2007. As a consequence, an increasing number of young people have become discouraged and have left the labour market.

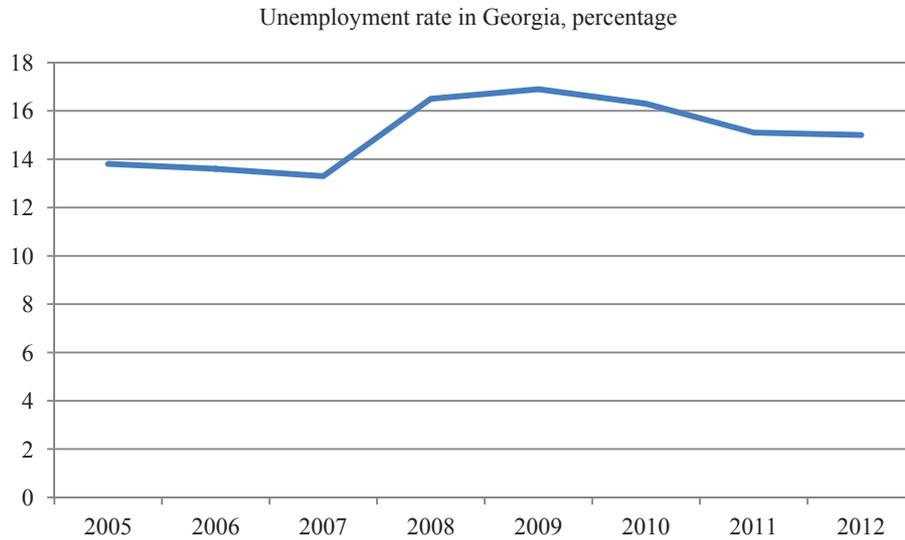
Among European countries where this problem is particularly severe, some 12.7 per cent of all young people are currently neither employed nor in education or training, a rate that is almost two percentage points higher than prior to the crisis. Such long spells of unemployment and discouragement early on in a person's career also damage long-term prospects, as professional and social skills erode and valuable on-the-job experience is not built up.

The trends are reflected in Georgia. After the 2008 financial crisis unemployment is rising sharply. However, since 2011 the unemployment rate drops, but did not reach the level of 2007 (see the table 1 and graph 1).

Table 1. Employment and Unemployment in Georgia

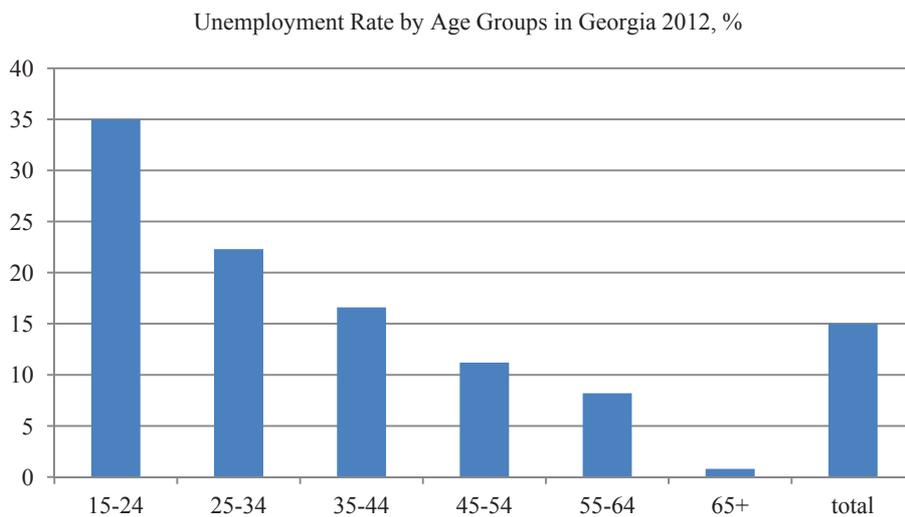
| | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|
| Active population (labour force), thousand persons | 2023.9 | 2021.8 | 1965.3 | 1917.8 | 1991.8 | 1944.9 | 1959.3 | 2029.1 |
| Employed, thousand persons | 1744.6 | 1747.3 | 1704.3 | 1601.9 | 1656.1 | 1628.1 | 1664.2 | 1724.0 |
| Unemployed, thousand persons | 279.3 | 274.5 | 261.0 | 315.8 | 335.6 | 316.9 | 295.1 | 305.1 |
| Unemployment rate, percentage | 13.8 | 13.6 | 13.3 | 16.5 | 16.9 | 16.3 | 15.1 | 15.0 |

Source: www.geostat.ge – National Statistics Office of Georgia.

**Graph 1.**

Source: www.geostat.ge – National Statistics Office of Georgia.

As for the youth, the unemployment rate is much higher (3 times) than the world and European levels. As is typical of post-Soviet economy and mentality of population young people are studying, or are too young to start working.

**Graph 2.**

Source: www.geostat.ge – National Statistics Office of Georgia.

Hotels, Catering and Tourism (HCT) is one the fastest-growing economic sectors in countries around the world. It is very labour-intensive and is a significant source of development and employment, especially for those with limited access to the labour market, such as women, youth, migrant workers and rural populations. It can significantly contribute to social and economic development and to poverty reduction in least developed countries (LDCs).

Despite on-going challenging economic conditions, global Travel & Tourism direct contribution to GDP grew by a robust 3.2% in 2012. This was faster than growth of the world economy as whole (2.3%), and also faster than growth of a number of broad industries including manufacturing, financial & business services and retail. Total Travel & Tourism employment, including those working in the industry's supply chain and supported by the spending of their employees, increased by 4.0 million jobs in 2012.

Travel & Tourism generated 101,118,000 jobs directly in 2012 (3.4% of total employment) and this is forecast to grow by 1.2% in 2013 to 102,364,000. This includes employment by hotels, travel agents, airlines and other passenger transportation services. It also includes, for example, the activities of the restaurant and leisure industries directly supported by tourists.

By 2023, Travel & Tourism will account for 125,288,000 jobs directly, an increase of 2.0% pa over the next ten years.

With regard to the supply chain in the sector, one job in the core HCT industry indirectly generates 1.5 additional jobs in the related economy. In the 2010, the sector's global economy accounted for more than 235 million jobs, equivalent to about 8% of the overall number of jobs (direct and indirect), or one in every 12.3 jobs. Youth employment is significant in the sector. Half of the HCT workforce is under 25.

The sector and its informal components provide a vast number of jobs to workers with little or no formal training: it can provide opportunities for those facing social and skills disadvantages in way that is not always offered by other industries.

However, the divergence between qualifications and workplace reality is observable for women and young workers. Unskilled or semi-skilled women tend to work in the most vulnerable jobs, where they are more likely to experience poor working conditions, inequality of opportunity and treatment, violence, exploitation, stress and sexual harassment. They also suffer segregation in terms of access to education and training.

The International Labour Organization (ILO) and the World Tourism Organization (UNWTO) signed a cooperation agreement to strengthen the capacities and activities of the two UN agencies in the field (2007) and to increase the importance of the sector for employment creation, development and the elimination of poverty.

Addressing the global economic crisis and referring to the ILO Global Jobs Pact, the ILO and the UNWTO issued a joint statement on Tourism and Employment in September 2009. A similar statement was signed with the IH&RA in January 2010 to undertake action programs at the pilot level in selected regions and hotel chains, and to tackle on a cooperative basis issues like HIV/AIDS, child labour, migrant labour, gender policy and other cross-cutting issues.

The Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172) and the Working Conditions (Hotels and Restaurants) Recommendation, 1991 (No. 179) set minimum standards to improve working conditions, training and career prospects in hotels, restaurants and similar establishments, and noted that collective bargaining is required to enhance job security. This convention stipulates that minimum standards adopted at the national level should not exclude workers.

International traveler arrivals have been growing rapidly in Georgia as well. In 2011, the number of international travelers reached 2 822 363, representing 39 % growth. In 2012 the number of international travelers was 4 389 256, demonstrating 56% increase over previous year. The growth in the Georgian tourism industry has been faster than that of the world. Consequently, increases employment opportunities in tourism.

Youngsters in Georgia considered as one of the most unprotected social groups on the labor market but in spite of the actuality of the topic, the less attention is paid to it in scientific researches, in media and in debates.

It should be noted that the years between 15 and 24 are the years during which the main social and demographic events take place, such as getting education, choosing profession, starting working, getting married. Although this age in Georgia is divided into two parts: ages from 15 up to 18 and ages from 18 up to 24. The first group (youngsters up to 18 years) is a group of juveniles, people from high schools. Basically they do not work. However the deterioration of the living standards caused the changes and many people of that age try to enter the labor market and get her/his income. The people whose age is from 18 up to 24 are undergraduates or postgraduates. They represent the most critical group of the labor market because they do not have enough professional and social experience, specific skills and competitiveness. However, this problem also has the other side – Georgian mentality – unfortunately many Georgian young people refuse to take the job unsuitable for their professions and origins.

Because of the reality the facilities raised in the tourism and hospitality industry are quite interesting. The increased number tourists need a variety of services. Especially the demand increases on unqualified employers and high level of technical professionals. Thus, tourism and hospitality industry gives a great opportunity of employment to the both age groups of youth, where people do not have enough professional experience and competitiveness but are creative and

enthusiastic. Basically the talk is about promotional activities which let young people to get some work experience and at least partly financial independence.

The study found that the topic needs in-depth research, which will definitely be considered in our future works.

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Trendy w zatrudnianiu młodych ludzi w krajach postsowieckich

Synopsis: Przedłużający się kryzys zatrudnienia powoduje również to, że współczesne pokolenie młodych ludzi staje się mniej wybredne co do typu pracy, jaką są gotowi przyjąć. Jest to tendencja, która uwidoczniła się już jakiś czas przed kryzysem. Coraz większa liczba młodych ludzi podejmuje pracę w niepełnym wymiarze godzin lub musi zadowolić się zatrudnieniem dorywczym.

Bezpieczna praca, która kiedyś, dla wcześniejszych pokoleń, była normą – przynajmniej w krajach rozwiniętych gospodarczo – dla współczesnego młodego pokolenia nie jest już tak łatwo dostępna. Obszary rozwijające się stoją w obliczu poważnych wyzwań związanych z jakością oferowanej młodym ludziom pracy.

Niniejszy artykuł dotyczy najważniejszego problemu społeczno-ekonomicznego – pracy dla młodych ludzi. Wysoki poziom bezrobocia to poważny problem na całym świecie, ponieważ stanowi on poważne zagrożenie dla ludzkości (terroryzm, narkomania, nihilizm, problemy demograficzne). Zagadnienie to ma największą wagę dla nowo powstałych, niepodległych krajów. Artykuł napisano w oparciu o dane statystyczne ILO, UNWTO, WTTC i GEOSTAT, z zastosowaniem metod grupowania, analizowania i syntetyzowania danych oraz metody wywiadu kwestionariuszowego, przeprowadzonego w rejonach rozwijających się, gdzie mieszka 90 procent globalnej populacji młodych ludzi, a stałe, bezpieczne zatrudnienie jest szczególnie trudno dostępne. Kryzys

dotyka młodych ludzi. Aktualnie, w skali globalnej, bezrobotnych jest 73,8 miliona młodych ludzi, a spowolnienie działalności gospodarczej prawdopodobnie spowoduje do roku 2014 wzrost tej liczby o kolejne pół miliona. Stopa procentowa bezrobocia wśród młodzieży – która już wzrosła do 12,6 procenta w 2012 roku – do roku 2017 ma osiągnąć 12,9 procenta.

Międzynarodowa Organizacja Pracy (ILO) oraz Światowa Organizacja Turystyki ONZ (UNWTO) podpisały porozumienie o współpracy mające na celu poszerzenie możliwości i intensyfikację aktywności tych dwóch agencji ONZ w tym zakresie (2007) oraz wzrost znaczenia sektora zajmującego się tworzeniem miejsc pracy, rozwojem i zwalczaniem ubóstwa.

Młodych ludzi w Gruzji uznano za jedną z najbardziej pozbawionych ochrony grup społecznych na rynku pracy, ale pomimo aktualności tematu, niewiele uwagi poświęca się temu zagadnieniu w badaniach naukowych, w środkach masowego przekazu i w dyskusjach.

W obliczu takiej rzeczywistości, interesujące stają się działania podejmowane w turystyce i sektorze usług turystycznych. Rosnąca liczba turystów potrzebuje różnego rodzaju usług. Szczególnie wzrasta zapotrzebowanie na pracowników niewykwalifikowanych oraz wysoko wykwalifikowanych pracowników technicznych. Tak więc, turystyka i hotelarstwo dają duże możliwości zatrudnienia dla obu grup wiekowych ludzi nieposiadających wystarczającego doświadczenia zawodowego i ducha rywalizacji, ale wykazujących kreatywność i zapał do pracy. Głównym tematem artykułu są działania promocyjne dające młodym ludziom okazję zdobycia doświadczenia zawodowego i przynajmniej częściowej niezależności finansowej.

Słowa kluczowe: zatrudnienie młodych, turystyka, gościnność, praca.